

Through all its subsidiary corporations in Micronesia, Moylan's services a 3,000-mile area that is comparable to the size of the continental United States. With considerable growth over the past two decades, Moylan's has become a recognized name in insurance within the islands in the Pacific.

Taking time out of his business ventures, founder Kurt Moylan also managed to serve the people of Guam in the political sphere. In 1964, he was elected to the 8th Guam Legislature, the youngest person ever elected to political office on Guam. Two years later, Mr. Moylan, along with Carlos G. Camacho, Judge Vicente G. Reyes and former Governor Joseph Flores formed the Republican Party of Guam. At age 30, he was appointed by President Richard M. Nixon to serve as secretary of Guam, a title equivalent to the title of lieutenant governor of Guam. At 31, Kurt Moylan was sworn in as the first elected lieutenant governor of Guam. He served until 1974. He was also elected to serve in the 16th Guam Legislature in 1980. His son, Kaleo, continued this tradition when he was elected to the 25th Guam Legislature in 1999. He is still serving Guam in this capacity—having been reelected in 2000.

For thirty years now, the island of Guam has reaped great benefits from the services provided by Moylan's Insurance Underwriters Inc. and most especially from the entrepreneurial spirit of its founders Mr. Kurt S. and Judith Moylan, and the entire Moylan family. The people of Guam are grateful for their contributions. I offer my sincerest congratulations to the good guys and gals of Moylan's. I wish them continued success in the years to come.

RECOGNIZING THE UNANIMOUS  
DECISION OF THE NATIONAL  
LABOR RELATIONS BOARD IN  
CROWN CORK & SEAL

**HON. JOHN A. BOEHNER**

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Thursday, July 26, 2001*

Mr. BOEHNER. Mr. Speaker, I am pleased to bring to the attention of the House of Representatives, a remarkable and unanimous ruling of the bipartisan National Labor Relations Board—known as Crown Cork & Seal, 334 NLRB No. 92 (July 20, 2001)—that resolves an issue that many of us wrestled with throughout the 1990s. The issue is the legality of workplace teams under which employees work with their employers to resolve on-the-job issues including workplace health and safety, efficiency and productivity, training, and diversity. Prior to the Crown Cork & Seal ruling, there was some ambiguity as to whether these teams may be considered employer-dominated "labor organizations" under the National Labor Relations Act.

Those who were here during the 104th Congress are probably familiar with this issue. Thanks in large part to the efforts of my predecessor as Chairman of the Education and the Workforce Committee, William F. Goodling, and the former Chairman of the Employer-Employee Relations Subcommittee of that Committee, Harris Fawell, the Congress passed

legislation—the "Teamwork for Employees and Managers Act" (TEAM)—aimed at addressing the ambiguity that existed. Disappointingly, President Clinton later vetoed that legislation and left the ambiguity in place.

Many of us could not understand why the issue was even contentious. The sham "company unions" which existed during the early years of collective bargaining—and which necessitated the inclusion of Section 8(a)(2) in the NLRA, making it an unfair labor practice for an employer to "dominate or interfere with the formation or administration of any labor organization or contribute . . . support to it"—are largely a relic of history. Yet the Board in its infamous Electromation case reaffirmed its interpretation of the statute's broad definition of "labor organization" to include an enormous variety of workplace teams. Subsequent attempts to "clarify" its ruling only muddled the waters further.

Unfortunately, because of the Board's holding in Electromation, employers were forced to make a difficult decision. On the one hand, they knew they needed the assistance of their employees in order to be competitive, but if they acted on that need they opened themselves up to litigation. American firms in every sector of the economy continue to learn that to compete successfully in a global economy, they need to follow the lead of the high-tech sector by engaging the full talents of their employees as never before. Today's employer-employee relationship is one of cooperation as opposed to the confrontational relations of previous generations.

The NLRB's decision in Crown Cork & Seal reflects this cooperative relationship by adopting a common-sense approach. While protecting the prohibition against company unions, the Board has ruled that a workplace team is not a "labor organization" if all it is really doing is assuming a function that previously was performed by a manager. That, in a nutshell, is what employee involvement is all about.

This decision will allow for the growth of employee involvement, which will, in turn, lead to a sea of change in the structuring of the employer-employee relationship. Companies will now be comfortable implementing progressive human resources practices, because they know it will benefit both the company and its employees through open communications and by pushing decision-making downward within the organization.

In closing, Mr. Speaker, I'd like to congratulate the bipartisan Board that issued this ruling unanimously—Republican Chairman Peter Hurtgen and Democrats John Truesdale, Wilma Liebman and Dennis Walsh. We should all applaud them for rising above the partisan past of this issue. I sincerely hope that this landmark ruling points the way to a less contentious, more bipartisan approach in Washington in all of these areas where we need to upgrade laws that were passed in a previous century to apply to our workplace of today.

HONORING MICHAEL MARTIN  
MURPHEY

**HON. SCOTT MCINNIS**

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Thursday, July 26, 2001*

Mr. MCINNIS. Mr. Speaker, our country has undergone dramatic changes in recent years, including continued urbanization of the American West. I would like to thank Michael Martin Murphey for his leadership in the crucial movement toward the preservation of our Western heritage.

Michael is blessed with many talents, which he has applied to promote this cause. He is best known for his extensive musical ability, which has earned him countless awards and fans. His Pop and Country music have made him an award-winning artist in those areas, and his American Cowboy Music is the top-seller of its genre. For example, Michael's hit, "Wildfire" is one of the "most-played songs in the history of radio" according to the Murphey Western Institute of Oklahoma at Medicine Park. In addition, "he is a five-time award winner in The National Cowboy Hall of Fame," and The Academy of Western Artists awarded him 1999 Best Album and Best Song. Michael conveys the essence of the West through his music, allowing his audience to experience the West, rather than only to read about it.

In addition to utilizing his musical ability, Michael has sprung into action using his relationship with Western land issues, his leadership skills, and his writing ability to get the word out about the preservation of Western heritage and culture. He is publisher of The American West magazine, for which he writes articles supporting his cause, and he is currently working on his first book. He also started what Country Music Magazine called "the best festival in the US," the Westfest, located in Vail, Colorado. This festival celebrates "Cowboys, Indians, Country and Western music, Rodeo, Western Art and the world of the American West." Michael understands the need to help people experience the West, empowering them to incorporate Western heritage into their own lives. Along those same lines, he recently established the Murphey Western Institute, a not-for-profit foundation "dedicated to the promotion, preservation and perpetuation of the culture and heritage of the American West through research, education, recreation and entertainment."

Mr. Speaker, Michael Martin Murphey is a man of conviction, and a man whose tireless endeavors have reached millions. I would like to pay him tribute for all that he has done to preserve and promote the American West, a significant aspect of our nation's history, and one of the most precious aspects of our American heritage.